

NLG(18)389

DATE OF MEETING	30 <sup>th</sup> October 2018
REPORT FOR	Trust Board of Directors –Public
REPORT FROM	Elaine Coghill , Acting Chief Nurse
CONTACT OFFICER	Diane Hughes, Head of Nurse Staffing
SUBJECT	Update to the Board relating to nursing, midwifery and care staffing capacity and capability
BACKGROUND DOCUMENT (IF ANY)	National Quality Board (NQB) report “How to ensure the right people, with the right skills, are in the right place at right time” 2013 (NHS England).
PURPOSE OF THE PAPER:	For Assurance
EXECUTIVE SUMMARY (PLEASE INCLUDE A BRIEF SUMMARY OF THE PAPER, KEY POINTS & ANY RISK ISSUES AND MITIGATING ACTIONS WHERE APPROPRIATE)	<p>This is the monthly report outlining those wards where staffing capacity fell short of what was planned and any risks were mitigated. This shows an overall achievement of fill rate for inpatient wards with a continued high reliance on the use of temporary staff including agency staff (both on and off framework).</p> <p>p.5The overall fill rates have seen an increase to 96.9%</p> <p>p.5 Midwife to birth ratios in month is 1:27 DPOW, 1:22 SGH</p> <p>p.6/7 Five wards are showing fill rate of less than 80%</p>
TRUST BOARD ACTION REQUIRED	The Board is asked to note the report and support any further action required.

**Report From:** Elaine Coghill, Acting Chief Nurse

**Date:** 30<sup>th</sup> October 2018

**Subject:** Safer Staffing Monthly Exception Report

**Purpose:** This report provides an overview of nursing and midwifery staffing and advises the Board of those wards where staffing capacity and capability fell short of what was planned and any mitigation.

## 1.0 Background

This report will advise the Trust Board of those wards where staffing capacity and capability fell short of what was planned, the reason why and any impact on quality and the action taken to mitigate any risk in staffing from 1<sup>st</sup> September – 30th September 2018.

This report provides details of where compliance was less than 85%, our Trust internal target (Amber rated) along with those areas where compliance was less than 80%, national target (Red rated) – 5 of the 38 wards fall into this red rated category for September 2018.

## 2.0 September Position

The overall fill rate for nurse staffing has been identified as slightly higher than August 2018. The Trust has continued to support the ward areas with moves across wards when appropriate. The percentage of actual to planned trained staff is less than 80% on five ward on days and zero wards on nights this month. These wards are B4, C5, stroke (DPOW), ward 17 and ward 25.

The New Deal for Nursing changes to the ward establishment are not reflected in the templates for September, the wards are beginning to implement the changes, hence the low fill rate for C5 and stroke.

Goole Neuro Rehab Centre fill rate information is now included in the unify report this month.

There were 32 NICE red flag events for staffing identified for areas covered in this report in September, a decrease from 34 in August.

This reports show the number of all pressure ulcers and falls, previously reported were those falls/pressure ulcers deemed avoidable following RCA.

Pressure ulcers for September for the areas covered by this report show grade 2= 17, grade 3 =5, Suspected deep tissue injury =19, unstageable= 9. This shows a slight increase from August. A focused piece of work is underway across the Trust to reduce the incidence of pressure ulcers.

### **3.0 Improvement Actions**

Each ward is reviewed daily by the operational matrons and Heads of Nursing and any redeployment of staff is undertaken on a shift by shift basis. The operational matrons plan the next day staffing requirements by reviewing the acuity and dependency of the wards they are responsible for and in conjunction with the ward sister/charge nurse.

The skill mix of the nursing workforce is taken into account daily. We make conscious decisions to move nurses by ward or within their own ward according to competency and skills.

Where we have vacancies in ward areas we are actively recruiting to these posts using social media, filming of ward staff talking about benefits of working in the ward and through Trust and NHS Jobs website. A focused piece of work is looking at non-EU nursing recruitment.

Three successful HCA recruitment days have been held, with further day planned for November. A total of 62 HCA have been recruited. 18 Trainee Nurse associate who commenced in September 18 and 15 patient care navigator posts have been recruited to commence November 2108

A risk assessment is in place to empower midwives to escalate concerns re: staffing levels and the acuity and complexity of women in their care. Mitigating actions are then put in place as per the Trust escalation policy, including calling in supportive resource from the community midwifery team and informing the Matrons: sickness levels in the community need to be monitored to ensure cover can be provided.

### **4.0 Forward Planning and Opportunities**

A table-top review of Birthrate Plus was undertaken in May to ensure that the staffing levels are adequate to meet the current and proposed changes in the model of care and development in service provision. The report has been received into the Trust and currently being reviewed.

A 'New Deal for Nursing' is currently being progressed to look at workforce, recruitment, retention and new roles across nursing and looking how we can ensure safe high quality care.

### **5.0 Recommendation**

The Board is asked to note the report and support any further action required.

## Appendix A

### Overall fill rates.

The table below demonstrates the site level fill rates for September 2018.

Site	Day		Night		Day	Night	Overall	Care Hours Per Patient Per Day (CHPPD)			Ratio RN's to HCA's
	Fill rate - registered nurses/midwives	Fill rate - care staff	Fill rate - registered nurses/midwives	Fill rate - care staff	Average Nurse fill rate		Total average fill rate	Nurses	Care Staff	Overall	
Grimsby	89.8%↑	98.8%↑	97.0%↑	106.6%↑	93.2%↑	100.4%↑	96.1%↑	4.9↑	3.2↑	8.1↑	65%↑
Scunthorpe	92.6%↑	96.6%↑	101.4%↑	104.7%↑	94.1%↑	102.6%↑	97.3%↑	4.7	2.9↑	7.6↑	62%↑
Goole	90.6%↑	110.4%↑	97.3%↓	190.0%↑	98.6%↓	115.8%↓	104.8%↑	4.4	2.9↑	7.3↑	66%↑
Trust Overall	91.1%↑	98.2%↑	98.9%↑	107.2%↑	93.8%↑	101.8%↑	96.9%↑	4.8↑	3.1↑	7.9↑	64%↑

### Maternity Birthrate Plus

The chart below demonstrates the midwife/birth ratios calculated using the Birth Rate Tool for September 2018:

	DPOW	SGH	Trust-wide
Staffed to full Establishment	<b>28.36</b>	<b>24.93</b>	<b>26.87</b>
Excluding mat leave and vacancies	<b>29.46</b>	<b>25.30</b>	<b>27.63</b>
With gaps filled through NLAG Bank/Agency	<b>27.52</b>	<b>22.37</b>	<b>25.18</b>

## Appendix B – Fill rates Nursing, Midwifery and Care staff (September 2018)

DPOW	Day		Night		Day		Night		CHHPD			% safety thermometer harm free care	Bed Occupancy midday	Falls	Pressure Ulcers grade 2	=Pressure ulcer grade 3	Unstageable/or deep tissue injury	CDIFF	MRSA	RED FLAG S	COMPLAINTS	FFT(%)
	Ward name	Av. fill rate - RNs (%)	Av. fill rate - care staff (%)	Av. fill rate - RN (%)	Av. fill rate - care staff (%)	Av. fill rate - substantive RN (%)	Av. fill rate - Substantive care staff (%)	Av. fill rate - substantive RN (%)	Av. fill rate - substantive care staff (%)	RN	Care Staff											
Amethyst	93.5%	91.8%	103.7%	99.5%	76.1%	47.0%	63.3%	44.05%	3.0	2.3	5.3	95.2%	109%	7	0	0	1	1	0	2	0	100%
Blueberry /Holly	101.1%	96.1%	94.5%	100.4%	93.8%	82.6%	84.6%	92.90%	22.3	10.3	32.6	100%	55/57%	0	0	0	0	0	0	1	0	94.1%/100%
C1 KENDALL	91.9%	94.9%	103.3%	125.4%	73.9%	85.1%	65.0%	90.00%	3.1	3.1	6.2	96.3%	97%	3	1	0	0	0	0	2	1	Nil return
Coronary care unit	100.2%	95.6%	98.5%	96.7%	90.2%	80.6%	96.8%	70.00%	6.1	2.3	8.4	100%	96%	4	0	1	1	0	0	0	0	90%
Honeysuckle /Jasmine	99.6%	91.6%	92.0%	100.1%	92.2%	84.4%	79.4%	96.59%	23.0	9.1	32.2	100%	56/57%	0	0	0	0	0	0	0	0	100%
ITU	94.3%	97.0%	92.5%	-	90.1%	88.6%	77.0%	-	27.7	2.1	29.7	100%	109%	0	0	1	2	0	0	1	0	n/a
LAUREL WARD	99.7%	103.4%	101.9%	126.8%	87.2%	88.7%	83.6%	96.81%	4.1	2.9	7.0	100%	84%	1	0	0	0	0	0	0	1	87.5%
NICU	100.4%	78.3%	95.4%	67.0%	96.7%	76.7%	90.4%	65.37%	6.3	2.3	8.7	100%	126%	0	0	0	0	0	0	0	0	100%
Rainforest	84.0%	124.2%	93.3%	103.3%	74.1%	87.4%	86.7%	90.00%	5.3	2.0	7.3	n/a	71%	0	0	0	0	0	0	1	0	100%
STROKE UNIT	73.2%	102.6%	103.6%	143.4%	52.8%	99.5%	43.6%	96.63%	2.3	3.2	5.6	100%	99%	10	0	0	0	0	0	1	0	100%
WARD B2 SAU	85.6%	88.9%	98.4%	98.3%	79.7%	82.6%	80.0%	86.67%	4.2	2.9	7.1	100%	81%	3	1	0	1	0	0	0	0	95.8%
WARD B3	94.0%	95.2%	99.0%	99.9%	73.3%	73.9%	65.1%	71.82%	3.7	2.1	5.8	82.1%	106%	4	0	0	1	0	0	5	2	100%
WARD B4	79.5%	110.4%	99.5%	108.3%	51.0%	95.2%	41.5%	81.67%	2.6	2.8	5.5	91.7%	94%	5	0	0	0	0	0	1	0	94.9%
WARD B6	96.6%	96.0%	98.9%	91.4%	78.8%	79.3%	52.3%	55.00%	2.8	2.8	5.6	100%	92%	2	1	0	1	0	0	0	1	60%
WARD B7	93.4%	98.5%	95.2%	116.7%	74.2%	70.3%	43.5%	83.33%	2.8	3.1	5.9	90.5%	89%	3	1	1	5	0	0	0	0	95.0%
WARD C1 HOLLES-C2	81.0%	102.8%	95.0%	98.9%	76.4%	76.7%	75.0%	85.56%	2.6	3.6	6.2	100%	98%	8	1	0	2	0	0	1	0	100%
WARD C5	71.5%	103.2%	104.0%	118.9%	45.9%	79.5%	39.8%	83.64%	2.5	2.8	5.3	91.3%	98%	6	0	0	1	0	0	0	0	0%
WARD C6	80.4%	111.2%	99.8%	126.4%	70.8%	83.5%	55.0%	76.67%	2.7	3.0	5.7	95.8%	98%	7	2	0	2	0	0	5	0	92.5%
AMU					66.0%	87.3%	53.8%	85.00%				100%	86%	6	1	0	1	0	0	0	0	96.7%
HDU	98.0%	90.4%	97.6%	-	77.9%	70.4%	85.1%	-	13.9	1.6	15.5	83.3%	112%	0	1	0	0	0	0	0	0	n/a
ECC DPOW					78.9%	69.8%	61.0%	65.53%				n/a	-	1	0	0	0	0	0	0	3	100%

<80%	
<85%	
86-114%	
>115%	

Safety thermometer.	
Over	95%
Over	85%
Under	85%

SGH/Goole	Day		Night		Day		Night		CHHPD			% safety thermometer harm free care	Bed Occupancy midday	Falls	Pressure Ulcers Grade 2	Pressure ulcer G3	Unstageable/Deep tissue injury	CDIFF	MRSA	RED FLAG S	COMPLAINTS	FFT (%)
	Av. fill rate - RNs (%)	Av. fill rate - care staff (%)	Av. fill rate – RN (%)	Av. fill rate - care staff (%)	Av. fill rate - substantive RN (%)	Av. fill rate – Substantive care staff (%)	Av. fill rate – substantive RN (%)	Av. fill rate - substantive care staff (%)	RN	Care Staff	Over all											
Ward name																						
CCU	90.8%	103.8%	100.5%	100.4%	81.0%	95.5%	73.7%	100.35%	5.8	2.3	8.1	100%	86%	3	0	0	0	0	0	0	0	100%
Disney	83.3%	89.6%	100.0%	100.0%	82.4%	87.5%	98.9%	96.67%	8.8	3.4	12.2	n/a	54%	0	0	0	0	0	0	0	1	100%
ITU	96.5%	60.0%	90.0%	-	87.7%	60.0%	74.0%	-	27.5	0.5	27.9	87.5%	78%	0	1	1	2	0	0	0	0	n/a
NICU	94.2%	86.7%	96.1%	86.5%	91.5%	82.7%	92.9%	85.19%	11.5	7.0	18.5	100%	103%	0	0	0	0	0	0	0	0	100%
SGH Gynecology	93.4%	103.4%	101.1%	-	87.3%	98.6%	63.9%	-	6.0	1.9	8.0	100%	86%	0	0	0	0	0	0	1	1	100%
Stroke	95.5%	93.1%	98.7%	95.0%	58.0%	75.8%	62.0%	86.67%	6.8	3.1	9.8	94.7%	89%	10	0	0	0	0	0	0	0	100%
WARD 10	111.6%	94.8%	126.7%	90.0%	52.0%	70.7%	86.7%	43.33%	3.9	3.5	7.5	100%	81%	1	1	0	2	00	0	1	0	Nil return
Ward 11												100%	0	0	0	0	0	0	0	0	0	
Ward 16	85.6%	101.1%	101.2%	121.6%	60.0%	86.8%	48.3%	108.33%	3.0	3.0	5.9	87.0%	98%	9	0	0	1	0	0	1	1	100%
Ward 17	76.5%	114.0%	105.0%	139.9%	57.8%	77.2%	53.3%	86.67%	2.8	3.3	6.0	95.7%	98%	9	1	0	1	0	0	0	0	100%
Ward 18	99.0%	90.4%	99.9%	110.0%	90.6%	82.3%	68.3%	100.00%	3.6	2.8	6.5	100%	120%	3	1	0	0	0	0	0	0	100%
WARD 22	85.6%	79.3%	99.9%	148.0%	42.0%	71.5%	32.2%	119.92%	3.9	3.4	7.3	100%	83%	5	0	0	1	1	0	3	0	100%
WARD 23	87.3%	97.4%	100.0%	69.9%	55.2%	94.2%	34.4%	47.58%	2.8	2.5	5.3	92.9%	98%	5	1	0	1	0	0	0	0	96.3%
WARD 24	98.3%	127.1%	153.3%	124.2%	60.1%	115.1%	51.7%	92.95%	3.0	2.7	5.7	100%	98%	5	0	0	0	0	0	2	0	100%
WARD 25	78.8%	94.1%	103.5%	103.3%	30.2%	70.7%	30.0%	63.41%	3.1	2.9	5.9	100%	96%	2	0	0	1	0	0	0	0	100%
WARD 26	98.2%	98.8%	93.2%	80.7%	78.3%	96.1%	73.4%	48.12%	7.1	2.0	9.1	100%	74%	0	0	0	0	0	0	3	0	100%
WARD 28	112.1%	90.7%	103.5%	100.0%	48.0%	74.6%	47.9%	71.11%	4.1	3.4	7.5	96.2%	81%	4	2	0	1	0	0	0	2	100%
WARD 3	86.5%	108.6%	92.9%	90.0%	78.0%	103.7%	36.7%	86.67%	3.6	2.8	6.4	100%	92%	3	0	0	0	0	0	1	0	100%
Ward 6	96.0%	114.0%	101.7%	-	87.6%	101.1%	93.3%	-	5.7	3.2	8.9	100%	68%	0	0	0	0	0	0	0	0	Nil return
NRC	88.4%	82.4%	102.6%	96.7%					3.8	2.6	6.5	100%	96%	11	0	0	0	0	0	0	0	Nil return
EC SGH					75.8%	78.8%	61.3%	106.67%				n/a		0	0	0	0	0	0	0	3	87.5%
CDU-SGH					79.1%	89.8%	47.5%	96.67%				100%		3	1	1	0	0	0	0	0	100%

<80%	
<85%	
86-114%	
>115%	

Safety thermometer.	
Over	95%
Over	85%
Under	85%

